

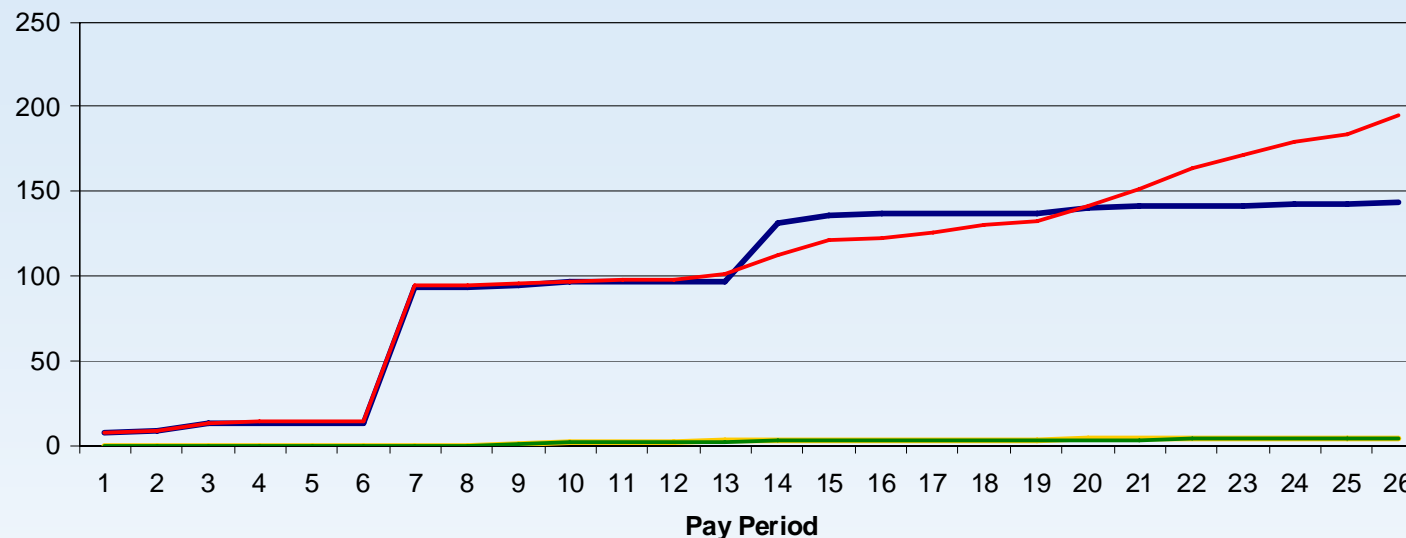
Management Information Meeting

October 28, 2005



Glenn Research Center FY05 FTP Losses and Hires

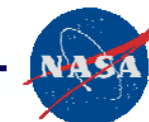
(Projections and Actuals through 09/30/05)



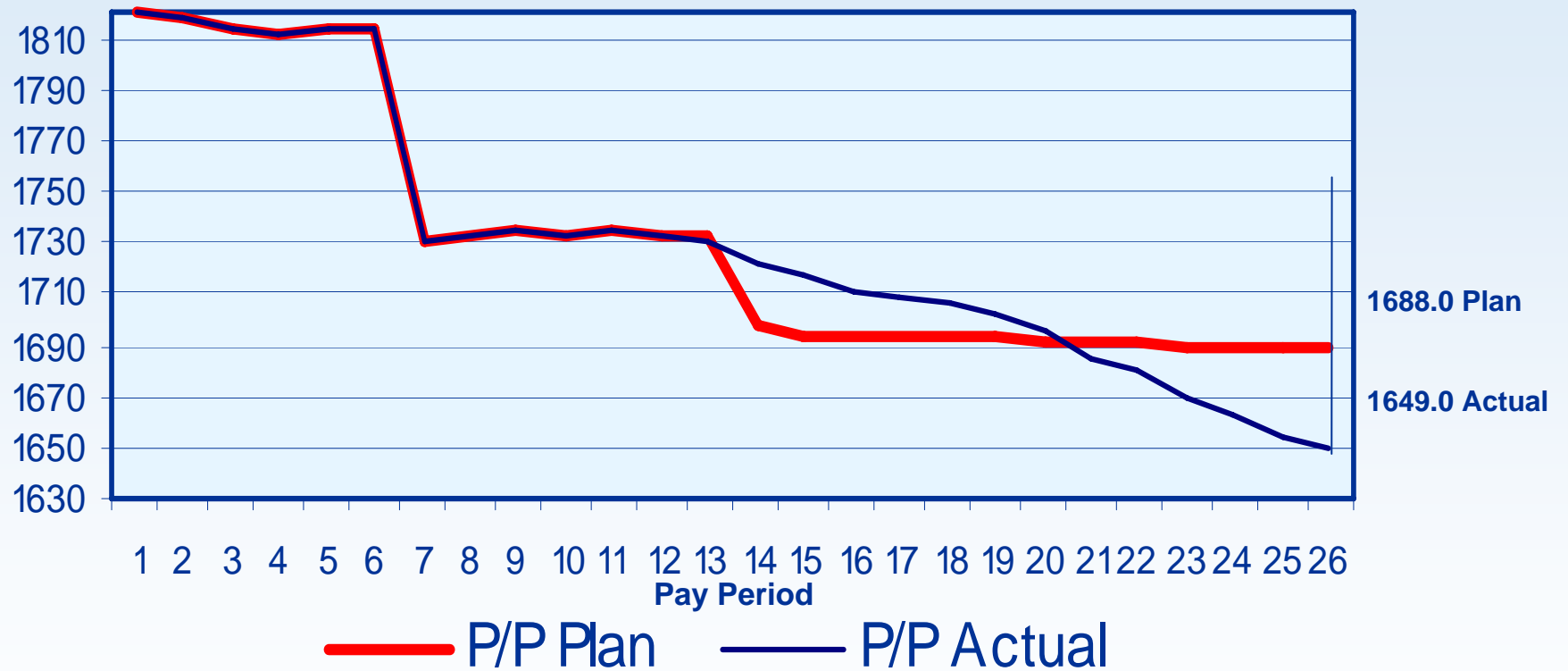
— Cumulative Projected Hires — Cumulative Projected Losses
— Cumulative Actual Hires — Cumulative Actual Losses

Cumulative Projected FTP Hires	5	Cumulative Projected FTP Losses	144
Cumulative Actual FTP Hires	5	Cumulative Actual FTP Losses	195*
Actual OTFTP Hires	21 (Co-ops)	Actual OTFTP Losses	2 (PPT)
	3 (Fed. Career Intern)		3 (Co-op)
	2 (Term)		2 (PMI)
			1 (FCIP)
FY05 Projected FTP Hires	5	FY05 Projected FTP Losses	144

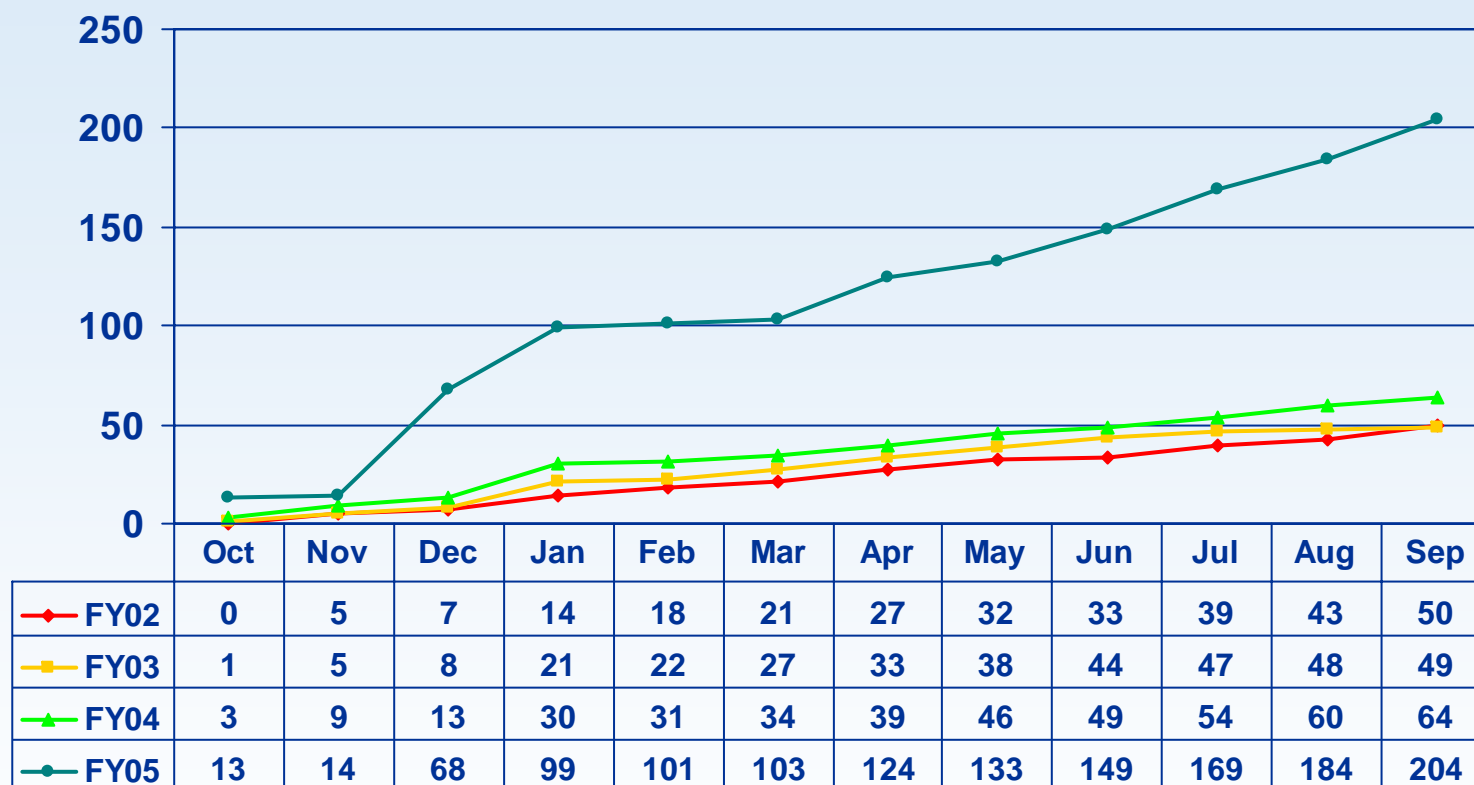
*Pay Period 26 includes one retirement on 10/01/05



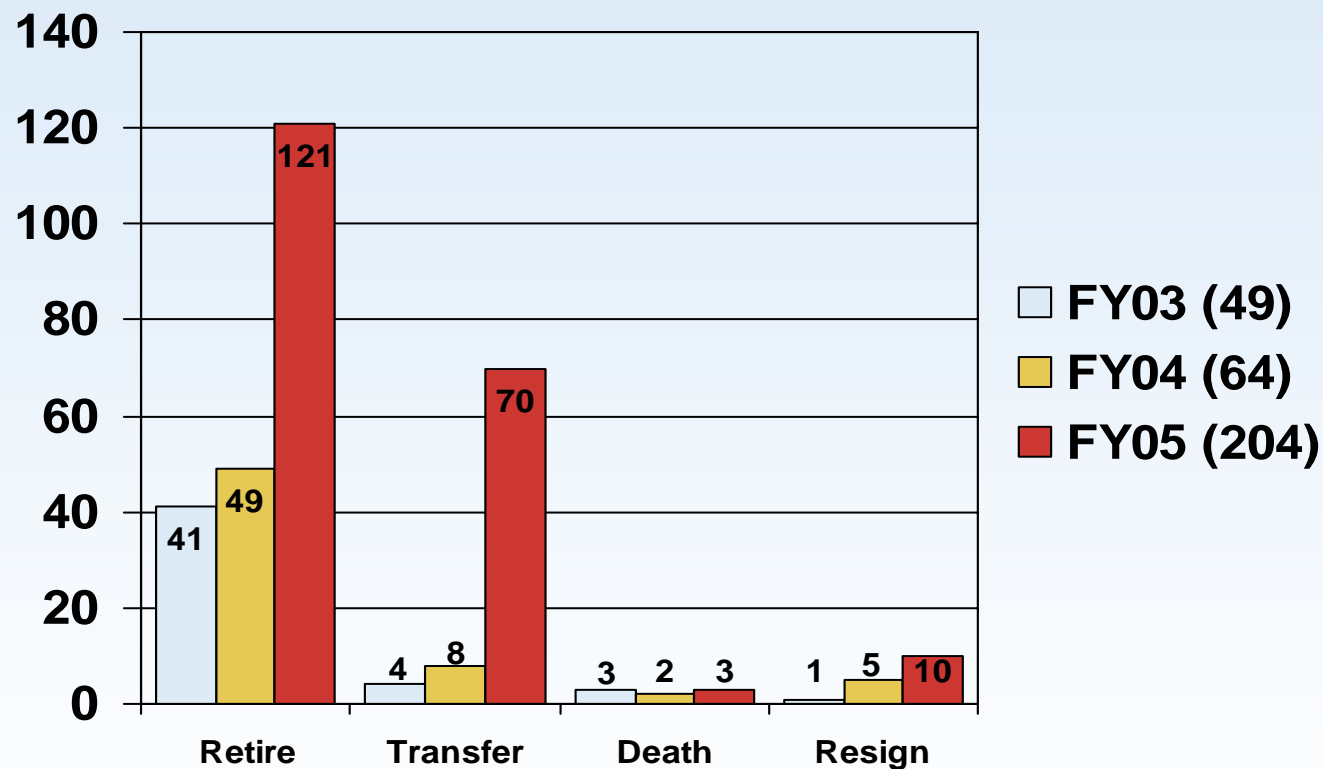
Glenn Research Center FY05 FTPs



Cumulative Separations FY02-05



Center Loss Picture FY03-FY05 (as of 09/30/05)

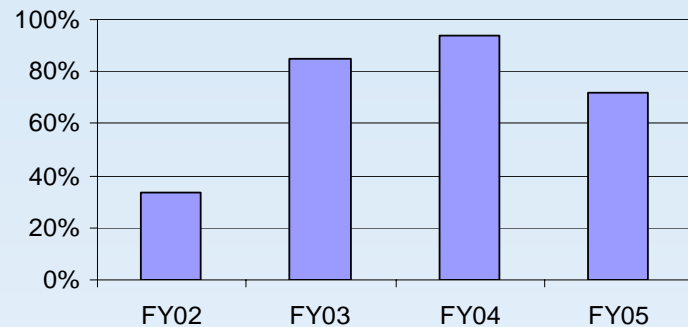


FY05 Reassignments/Transfers

Agency/Center	Number of Reassignments/Transfers from GRC in FY05	% of Reassignments/ Transfers
NASA Kennedy Space Center	28	40%
NASA Johnson Space Center	15	21%
NASA Headquarter's	15	21%
NASA Goddard Space Flight Center	6	9%
Other Federal Agency	3	4%
NASA Stennis Space Center	2	3%
NASA Marshall Space Flight Center	1	1%
Total	70	100%



Historical % Conversion of Eligible Co-ops

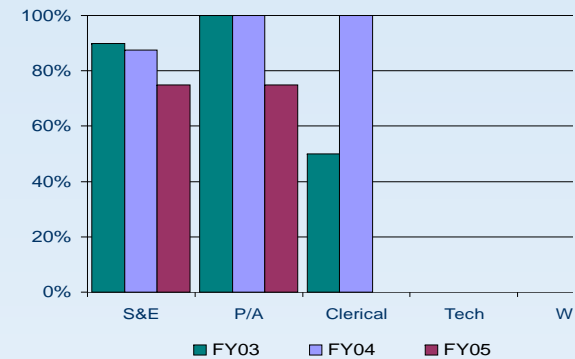


	FY02	FY03	FY04	FY05	CUM
# Conversions	4	11	15	18	48
# Eligible	12	13	16	25	66
% Converted	33%	85%	94%	72%	73%

Ethnicity of Co-op Conversions

	African American		Asian		Hispanic		American Indian		Non-minority		Total
	M	F	M	F	M	F	M	F	M	F	
FY02						1			2	1	4
FY03		1	1		1				3	5	11
FY04					1				9	5	15
FY05	1	2				1		1	6	7	18
TOTAL	1	3	1	0	2	2	0	1	20	18	48

Co-op Conversions by NCC



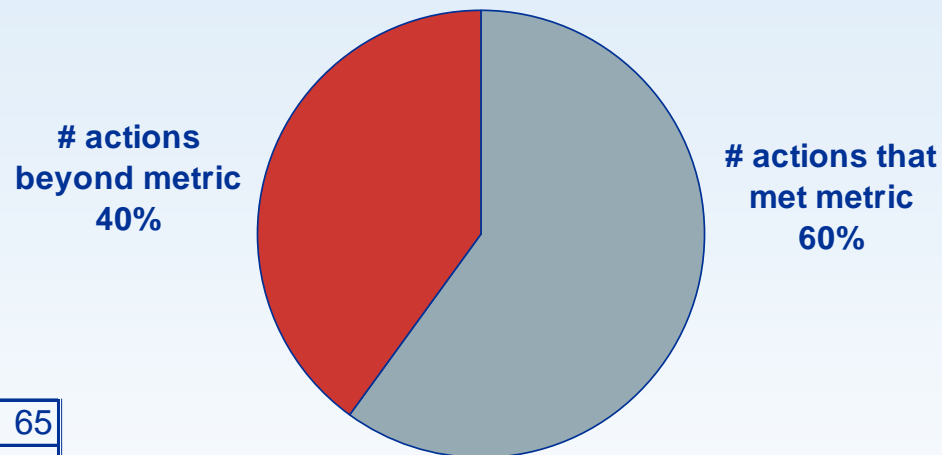
FY03	S&E	P/A	Clerical	Tech	WG
Expected Grads	14	1	2		2
Offers Made	10	1	2		0
# Converted	9	1	1		0
% Converted	90%	100%	50%		
FY04	S&E	P/A	Clerical	Tech	WG
Expected Grads	8	5	3		
Offers Made	8	5	3		
# Converted	7	5	3		
% Converted	88%	100%	100%		
FY05	S&E	P/A	Clerical	Tech	WG
Expected Grads	16	8	1	0	0
Offers Made	13	6	0	0	0
# Converted	12	6	0	0	0
% Converted	75%	75%			
Resigned		1	1		
Stayed in Program	4	1			

FY05 data as of 09/30/05

FY05 Staffing Metrics - Certificates

FY05

(10/01/04 – 09/30/05)



Certificates Prepared	65
Met Metric	39
Exceeded 29 Days	26
Avg. Number of Days	33

Metric = HR Specialists - 29 Days From Staffing Receipt of SF-52 to Issuance of Certificate to Selecting Official

Managers – 29 Days from Issuance of Certificate to make a selection

Goal = 80 Percent of Actions Within Metric

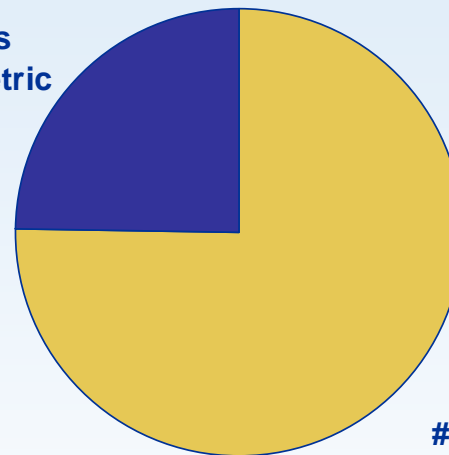


FY05 Staffing Metrics – Selections

FY05

(10/01/05 – 09/30/05)

actions
beyond metric
25%



actions that
met metric
75%

Selections Made	65
Met Metric	49
Exceeded 29 Days	16
Avg. Number of Days	22

Metric = HR Specialists - 29 Days From Staffing Receipt of SF-52 to Issuance of Certificate to Selecting Official

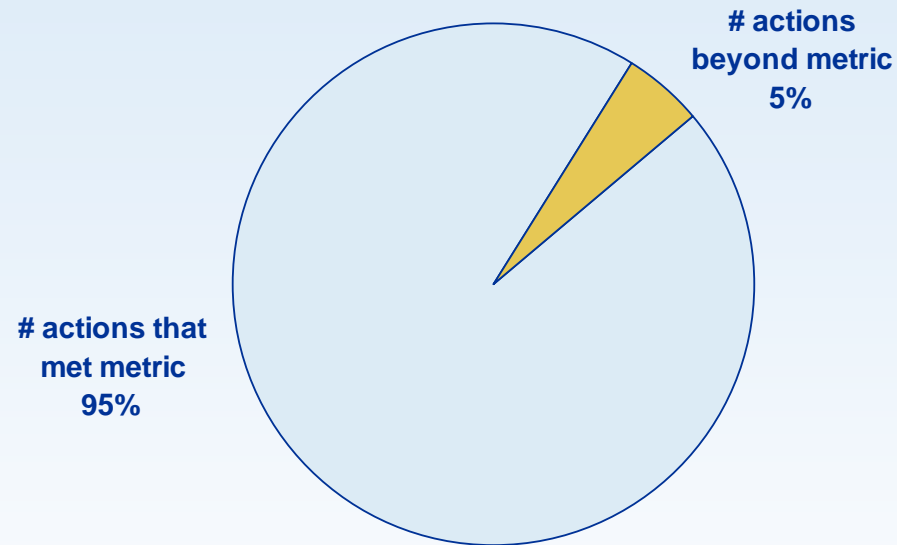
Managers – 29 Days from Issuance of Certificate to make a selection

Goal = 80 Percent of Actions Within Metric



FY05 Classification Metrics

Fiscal Year 2005



Total Actions Classified	255
Actions That Met Metric	242
Action Beyond Metric	13
Avg. # of days to classify position	14.52

Metric = 30 Days From Receipt of Complete Package to Classify Position

Goal = 80 Percent of Actions Within Metric

FY05 Time-Off Awards

As of 09/30/05

Org.	Number of Awards	Number of Hours
A	1	12
B	22	256
C	87	1,106
D	88	1,114
E	2	16
G	2	16
P	34	486
Q	25	216
R	156	1,472
S	0	0
V	6	64
X	9	94
Total	432	4,852



FY05 Directorate Awards Budgets (GAA, SAA, & PA Type Awards) As of 09/30/05

Dir.	Allocated Amount	Used	Number Processed	Balance
A	\$5,655	\$6,700	6	-\$1,045
B	\$48,434	\$48,350	44	\$84
C	\$113,944	\$117,550	180	-\$3,606
D	\$460,163	\$465,582	735	-\$5,419
E	\$4,488	\$4,488	6	\$0
G	\$7,868	\$8,272	9	-\$404
P	\$221,290	\$222,592	252	-\$1,302
Q	\$59,680	\$59,680	62	\$0
R	\$431,048	\$409,416	436	\$21,632
S	\$6,761	\$6,522	9	\$239
V	\$95,131	\$90,384	100	\$4,747
X	\$31,538	\$25,601	32	\$5,937

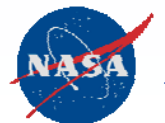


Employee Suggestion Program

- Suggestion Awards FY05 (as of 09/30/05) - \$3,950
 - Tangible Savings - \$3,720
 - Number of Eligible Employees – 1,770
 - Number of Supervisors – 160
 - Suggestions Submitted 10/01/04 – 09/30/05 = 55

Submitted by Supervisors – 2

Submitted by Non-supervisors – 53



Employee Suggestion Program

Delinquent Suggestions (>14 Days)

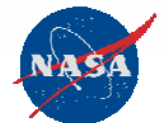
Suggestion Number	Responsible Organization	Responsible Manager	#Days Open
04002004071504 RPM Database	COOO	Tripp	448 – Currently assigned to ESP committee for final evaluation.
04002004102201 Join OHIO LINK Library Service	COOO	Lester	349 – The Directorate has decided that this suggestion is not feasible. Extension through 11/1/05 granted for return of CPAR to OHR and assignment to ESP committee member
04002004122203 Sling Certification	DFOO	Lauderdale	288 – Awaiting evaluation by DFIO
04002005042901 Produce a NASA Video to promote our Center	XOOO	Hairston	160 – Currently assigned to ESP Committee for final evaluation. Directorate has recommended non adoption.
04002005052504 Computer Thumb Drive Usage	VOOO	Pillay	134 – Currently assigned to ESP Committee for final evaluation.
04002005052601 External and Peer Awards	CFAO	Pietravoia	133 – Approval recommended. Currently assigned to ESP Committee for final recommendation.
04002005060606 Journal Subscription Service	COOO	Lester	122 – Extension to respond granted through 11/01/05. Initial Evaluation was positive.
04002005062701 Use encrypted password database	VOOO	Pillay	101 – Awaiting Directorate review and recommendation.



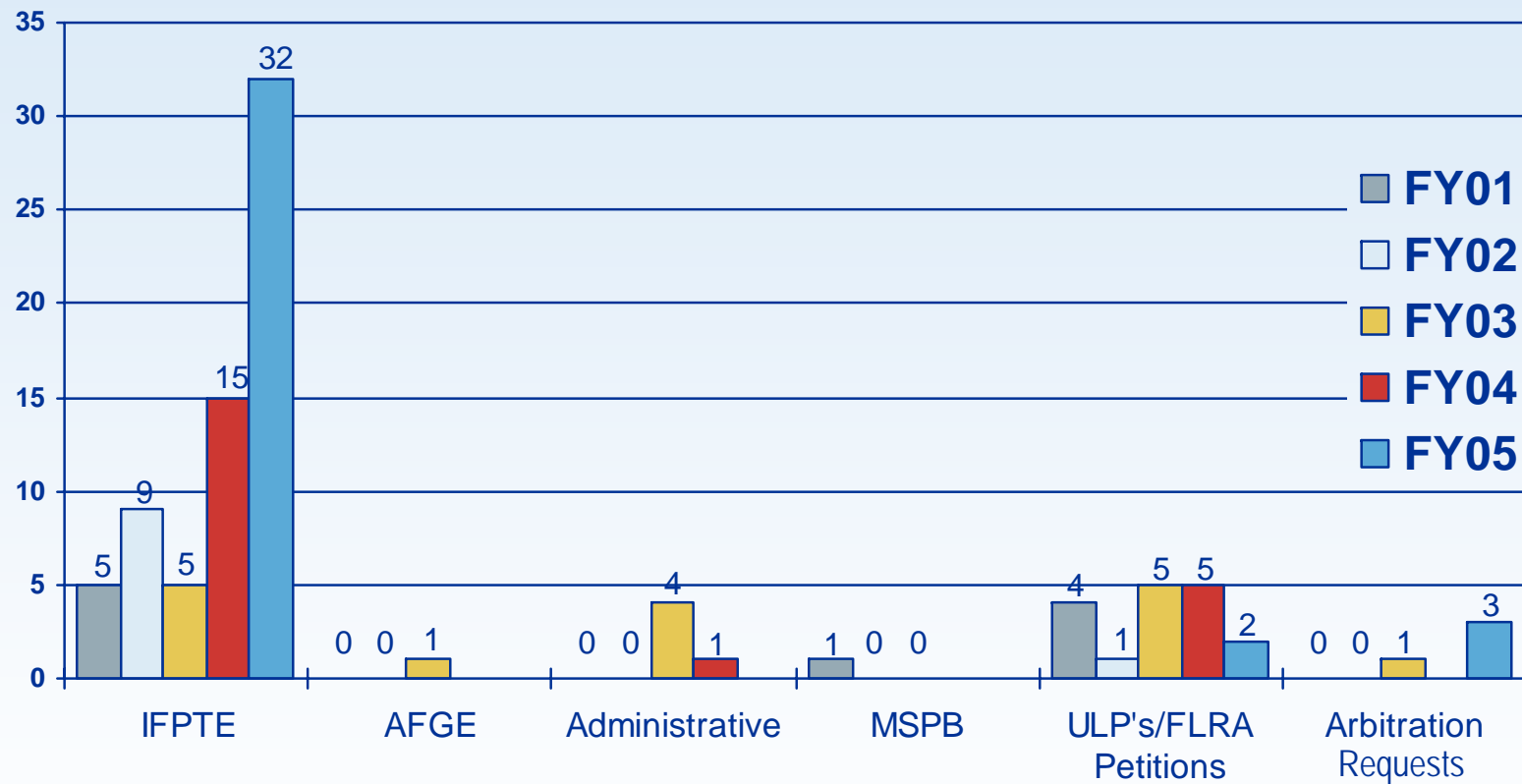
Employee Suggestion Program

Approved Suggestion Awards Pending Implementation

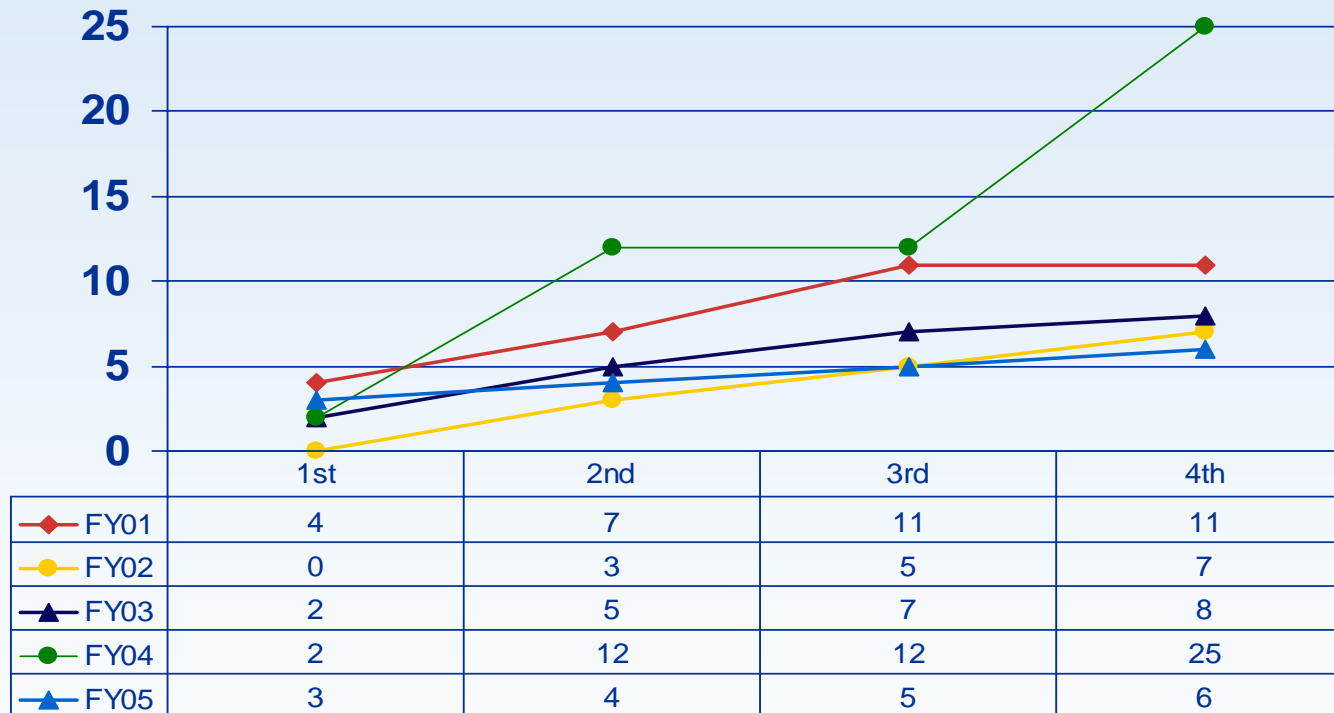
Suggestion Number	Date Recommended for Award	#Days Open
04002005060902 CPAR Logon with Badge ID	Approved 09/25/05, in committee awaiting funding approval	112
04002005022504 Budgets in SAP realigned	Awaiting implementation. Discussed in committee 09/29/05. Committee member will release to HR for payment when verification of implementation is received.	218
04002005050901 Presentations in Room 110	Approved 08/17/05. Award amount to be determined. ESP Committee discussed on 09/29/05. Further clarification is needed prior to implementation.	169



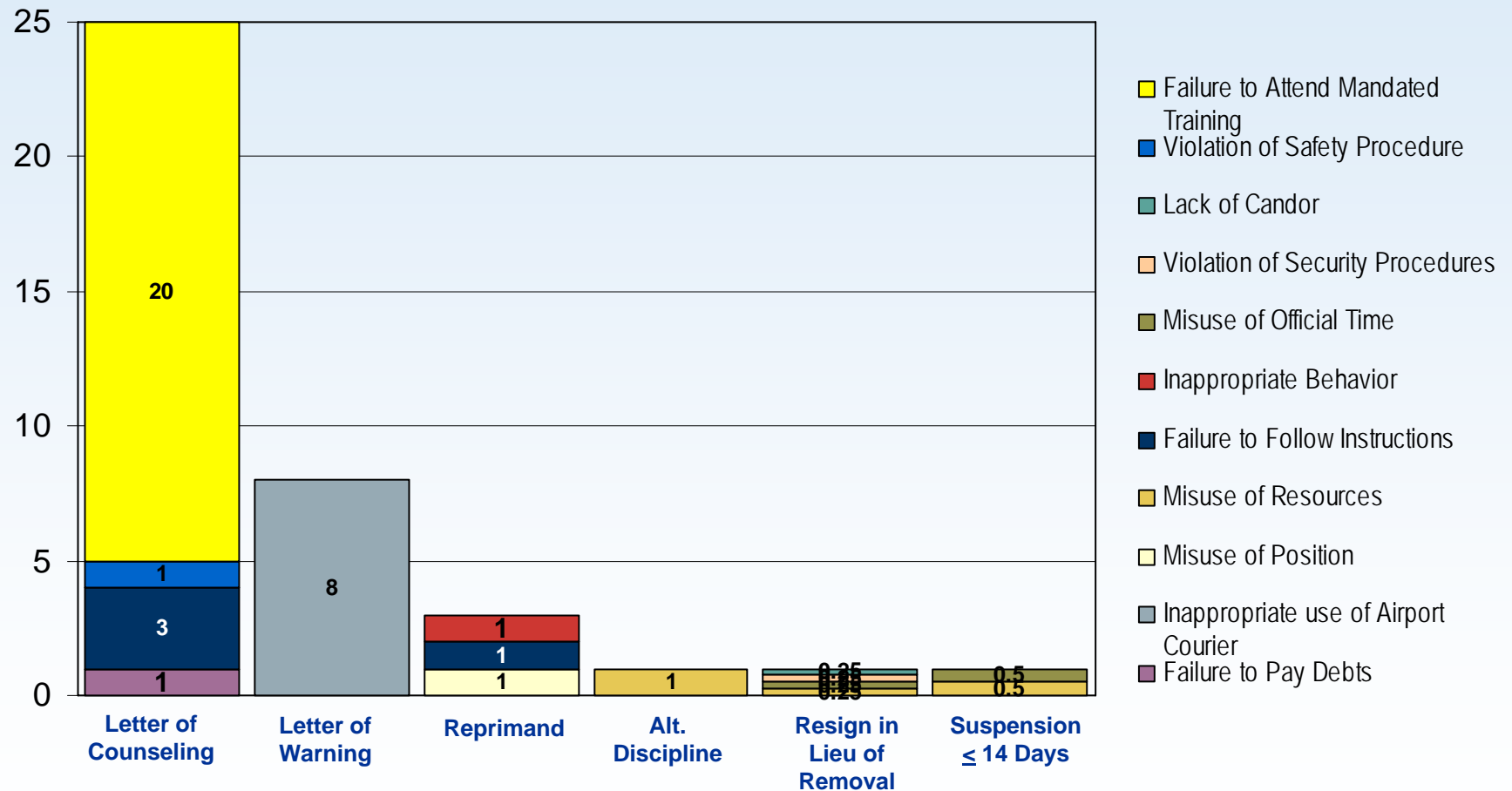
APPEAL/GRIEVANCE ACTIVITY FY01-05 (as of 09/30/05)



DISCIPLINARY/ADVERSE ACTIONS FY01-05 (as of 09/30/05)



FY05 EMPLOYEE RELATIONS ACTIVITY by Issue (as of 09/30/05)



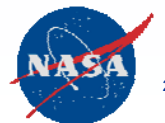
FY05 Directorate Office Training Budget Status as of September 30, 2005

	A000	B000	C000	D000	E000	G000	P000	Q000
Allocated	\$4,333	\$8,775	\$47,451	\$153,153	\$4,504	\$3,078	\$107,496	\$25,784
Committed	\$4,533	\$4,275	\$42,364	\$156,374	\$2,329	\$2,969	\$108,108	\$25,440
% Committed	105%	48.7%	89.3%	102.1%	51.7%	96.5%	100.6%	98.7%
Forward Funded	\$1,120	\$0	\$718	\$7,103	\$0	\$0	\$1,849	\$1,945



FY05 Directorate Office Training Budget Status as of September 30, 2005

	R000	S000	V000	X000
Allocated	\$196,176	\$4,648	\$36,641	\$8,703
Committed	\$202,176	\$5,078	\$16,164	\$9,310
% Committed	103.1%	109.3%	44.1%	107%
Forward Funded	\$16,125	\$0	\$883	\$600



FY05 Overall Training Budget Status as of September 30, 2005

	Directorate Suballocation Total	OD&TO Managed – S&E Programs	OD&TO Managed – Other Programs	Centerwide Total
Allocated	\$600,742	\$516,500	\$1,660,558	\$2,777,800
Committed	\$579,120	\$284,603	\$2,205,295	\$2,489,898
% Committed	96.4%	55.1%	132.8%	89.6%
Forward Funded	\$30,343	\$38,674	\$251,390	\$320,407

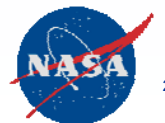


Special Program Participation FY05

	ACD	ACE	APP	CSE	CIP	COA	GRC	GTE	LDP	NASA	NSC	ODI	PhD	PMD	SES	STP	SUM
OCTOBER	17	54	1	7	10	3	9	12	3	3	13	1	31	40	3	1	208
NOVEMBER	19	54	1	7	11	5	9	12	3	3	14	0	31	40	3	1	213
DECEMBER	21	71	1	5	12	5	9	12	3	3	14	0	30	42	3	1	232
JANUARY	24	69	1	5	12	4	9	12	3	3	16	0	30	42	3	1	234
FEBRUARY	26	66	1	5	12	4	9	12	6	2	16	0	30	46	3	1	239
MARCH	26	66	1	5	12	4	9	12	6	2	17	1	30	46	3	1	237
APRIL	26	66	1	5	12	4	5	12	6	2	17	2	29	46	3	1	237
MAY	26	66	1	1	12	4	5	7	6	2	17	2	28	46	3	0	226
JUNE	28	66	1	1	10	4	0	7	6	2	22	2	32	46	3	0	230
JULY	28	66	1	1	10	4	0	7	6	2	22	2	32	46	3	0	230
AUGUST	28	66	1	1	10	3	0	7	6	1	24	0	30	46	3	0	226
SEPTEMBER	28	60	0	1	10	3	1	7	3	1	24	0	30	46	3	1	218

ACD = ACCELERATED CAREER DEV. PROGRAM
 ACE = ADVANCING CAREERS & EMPLOYEE SUCCESS
 APP = APPRENTICESHIP PROGRAM
 CIP = FED. CAREER INTERN PROG./PRES. MGMT FELLOWS
 COA = COACHING
 CSE = CERTIFICATE IN SOFTWARE ENGINEERING
 GRC = GRC FELLOWSHIPS
 GTE = GLENN THECHNICAL EDUCATION DEVELOPMENT

LDP = NASA LEADERSHIP DEVELOPMENT PROGRAM.
 NASA = NASA FELLOWSHIPS
 NSC = NEW SUPERVISOR CAREER DEVELOPMENT
 ODI = OD INTERVENTIONS
 PhD = PhD/GRAD STUDIES
 PMD = PROJ. MGMT DEVELOPMENT PROGRAM
 SES = SENIOR EXEC. SERVICE CAREER DEV. PROGRAM
 STP = STEP (Upward Mobility)



Training Program Course Offerings & Evaluation Metrics as of September 30, 2005

	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	YTD
* Number of On-site Course Offerings	22	33	16	24	23	27	19	15	18	14	14	12	237
* Overall Rating of Courses	4.71	4.52	4.66	4.69	4.60	4.64	4.69	4.43	4.62	4.69	4.37	4.32	4.55
* Services of the Training Office	4.58	4.51	4.58	4.62	4.51	4.48	4.53	4.29	4.53	4.60	4.47	4.33	4.51
** Value of training in supporting our ability to achieve NASA's strategic goals	7.54	7.34	7.89	7.93	7.61	7.53	7.70	7.47	7.61	7.66	7.71	7.50	7.61

* Scale 1- 5 (1=Poor, 5=Excellent)

** Scale 1- 9 (1=Lowest, 9=Highest) is HQ Code FT Metric

